

EXHIBIT 12  
DATE 1/22/13  
HB Senior long Term Care

January 20, 2013

Dear Sirs:

I am writing in regards to the continuation of the direct wage issue. All of my colleagues benefit from this money. The work they do on a day to day basis is very important, and not usually well compensated. The addition of this extra money is immeasurable to most of the staff. Many have families, and are single parents. Please consider continuing the benefit.

Sincerely  
Rita Caruso

To Whom It May Concern:

As a dietary manager I see the struggles of not only my staff in the kitchen but the entire staff of the facility. With the costs of everything in the community costing more for all individuals, the direct wage bonus has been very beneficial to all the staff, and also beneficial to the whole community when these bonuses are given out. Please consider continuing the direct wage bonus.

Sincerely  
Darrel Hoffman  
Rocky Mountain Health Care  
*Darrel Hoffman*

To whom it may concern.

I just want to thank you for the direct care wage Bonus's in the past. It is a great incentive for the staff. The job health care workers do is very hard work and the hourly wage ~~is~~ isn't that great. It's very helpful. I also think it helps with staff turnover, twice a year workers have something to look forward too. It also makes us feel appreciated, like someone cares. It also compensates for very low raises.

So please vote for the Direct Care Wage Bonus's

Thank you,  
Sherril Jones CNA

Jan 21, 2013  
To Whom it Concerns -

The hourly wage of most direct care workers is sorely lacking in real life needs. At my place of employment I receive a 1.5% yearly wage increase - which does not come close to the cost of living increases. The direct care checks helps off set things a bit.

Please keep the checks coming - we all are struggling to make ends meet.

Sincerely -

Dianna Hilder  
8220 Smith St.  
Helena, MT  
59602

My first job in high school was as a CNA in a retirement home where my mother, who was a nurse, worked. I have been called to the nursing field ever since, to love and care for the elderly, with respect and dignity. I have been a CNA for over 30 years, and I can say that two things have not changed, and they are my passion for my career and the fact that the nursing profession is severely underpaid.

Today I live paycheck to paycheck, and can't even afford television. Although it costs significantly more to exist today, we do not get a cost of living increase.

With the additional money we have gotten in the past I have been able to buy uniforms, new shoes, and do maintenance on my vehicle such as oil changes and tires. I also use it to have new prescription glasses made and a trip to the dentist if needed, because even with the insurance my company provides, I cannot afford the co-pay these providers charge on my regular income. I also have 2 small dogs that need yearly check-ups. The extra money goes fast and often times not far enough.

I would also like to note that by giving the extra income to us it helps local communities. The money is recycled when we shop in stores all over the state. Not only do we benefit but the economy of Montana benefits as well!

Please vote to keep the Direct Care Wage Stimulus in place. We need it!

Thank you for your time and the consideration of my plea.

Michele Kruckenberg  
Certified Nursing Assistant

January 21, 2013

To Whom It May Concern:

I am writing this letter to support the Direct Care Wage stipend. I feel these bonus checks are important to our community as well as the staff that receive them. Facilities struggle to keep a full staff employed to care for their residents. The staff are paid at the lower end of the pay scale, the demands are high. Staff need these checks to help support their wage. It helps them meet their financial obligations.

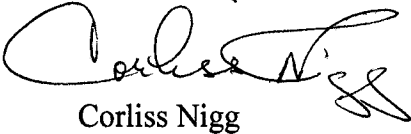
A handwritten signature in cursive script, reading "Kathy Hallberg". The ink is dark and the handwriting is fluid.

Kathy Hallberg

January 21, 2013

To Whom It May Concern:

I am writing this in support of the Direct Care Wage Bonus. I have worked in long term care facilities for the past 30 plus years and I have first hand knowledge of the hard work and dedication it takes to work in one. With the Direct Care Wage Bonus, I and others are more able to meet our monetary obligations such as licensing car, insurance, repairs for home and car and any emergency bills that happen. Wages are low and the work is hard, and the Direct Care Wage Bonus lets the staff know that people are aware and appreciate their hard work and dedication.



Corliss Nigg

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To whom it may concern,

I am a CNA worker at Rocky Mountain Health Care and am writing to say that the bonus we receive twice a year is a huge help to me and my family, it always seems to come at a time when it is most needed. In this line of work as CNA's and other healthcare workers is a very tough job and not for everyone and these bonuses give us a great incentive to keep us doing this very demanding job. Thank you for listening and remember how important these bonuses are to me and my coworkers.

Sincerely

Angie French  
CNA.



1/21/13

To whom it may concern,

I am a single mother of 3 kids, I use my bonus on stuff my kids need through out the year. clothes shoes ect. CNAs are under paid & it takes a certian person to do this kind of job. I truely enjoy my job its very rewarding

The bonus to me is away of saying thanks for the good job you do with all the patients/residents.

Respectfully,

Lacie Banta

CNA Mission HealthCare @  
Rocky Mount.